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CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS

C A U T

B U L L E T I N

1. STATE OF THE PROFESSION

While the C A U T may not yet represent a majority of the members of the University Teaching Profession in Canada, it has made rapid strides in that direction this session. Affiliated with the C A U T are the Associations at U.B.C., Alberta, Manitoba, McMaster, Toronto, Queen's, Carleton, Sir George Williams, McGill, Laval and Memorial University. In addition, applications for affiliation have been received from United College and Dalhousie. For the first time, a member of the profession is able to learn through his own organization, the state of the Profession in the nation as a whole. This is surely a step forward.

The latest salary information is now available periodically from the majority of our Universities. Committees are working on Pensions, Statutes, Tenure, Retirement age, Hospitalization and health schemes. When all of this information is available, we will move a further step forward.

Obviously it isn't enough to have reached the stage where we are willing to organize and act collectively. We must be informed and not least about the situation on our own Campus. Many years ago, I obtained from M.I.T. a copy of a booklet which was placed in the hands of all new M.I.T. staff on appointment. This booklet was prepared by the Administration and its purpose was to inform the newcomer concerning his duties, rights and privileges. How helpful it would be if on each Campus such information were made available - not just for newcomers but for everyone!

This brings me to another point: I was talking recently with the public relations officer of a large industrial company. This company has many thousands of employees, and it spends many thousands of dollars annually on public relations. Now we tend to think of public relations as publicity - advertising of various sorts in newspapers, trade journals, radio and T.V. But my friend tells me that this is only part of it and not the most important part. There is no point, he said, in spending fifty thousand a year telling the public how good you are if five thousand employees are telling the public how bad you are! Public relations, like charity, begins at home. This large company spends time, money, and effort in raising the morale of its employees. When the morale is high, people work better and stay longer. There is less sickness and absenteeism. Employees speak well of the company. This investment "pays off". Perhaps we could do with a little public relations treatment right on our own Campuses!

2. DO WE NEED A FIVE-YEAR PLAN?

The purpose of five-year plans appears to be to combine desired goals with somewhat remote but definite time limits, so that the motivation provided by the goal is not destroyed by an impossible schedule of performance.

A five-year plan in a university would certainly be something new and if the goals were set by the teaching staff and included all those changes which would make the university a better place in which to work, there would be more than sufficient motivation for the effort involved. Well, the Lord helps those who help themselves. The determination to face up to a situation and to make a sincere effort to deal with it seems to result in our having more insight. So, let us decide to do something about it. We need a main goal with subsidiary goals; small committees meeting once a week for work and once a month, to take stock and regain perspective; each year a definite advance toward the main goal.

Such a schedule will achieve results but it will cost something. It will take time and effort and devotion; we must be intelligent and practical and

honest. We must see clearly what our goal is and what the obstacles are. We must make friends and influence people to support the cause. Finally, we must be prepared to do battle if necessary when the proper time comes and vital principles are at stake.

We have fifteen local units, but is any one ready for a five-year plan? Do we have what it will take? That is surely our sixty-four dollar question!

3. COUNCIL MEETING

Your Council met at Ottawa on February 20th. It was a surprisingly representative meeting - Alberta, Saskatchewan, Manitoba, Toronto, McMaster, Queen's, Carleton, Sir George Williams, McGill and Laval were there. Among the items of general business attended to were: (a) Affiliation of U.B.C., Alberta, Manitoba, McMaster and Laval. (b) Report on IAUPL (International Association of University Professors and Lecturers) with which the CAUT is affiliated. Professor Mallory, the CAUT secretary, now at Oxford, reported by letter on meetings of the IAUPL and of the AUT (Association of University Teachers, Britain). It was decided to ask Professor Mallory to attend a meeting of the IAUPL in Vienna in September. (c) Arrangements for the Annual Meeting in Winnipeg. See later note. (a) A discussion of Income Tax deduction schemes.

ANNUAL MEETING

A meeting of the Council and the Annual Meeting of the CAUT will be held in Winnipeg on June 2nd. The Council will meet from 9 a.m. to 4 p.m., and the Annual meeting will be from 4 to 6 p.m. Following the Annual meeting there will be a banquet - arranged by the University of Manitoba. The Presidents of local Associations (or their alternates) constitute the Council. Any member of a local who may be in Winnipeg is welcome and indeed is urged to attend the Annual Meeting.

It is proposed to have a paper by Professor K.A. Buckley of the Dept. of Economics, University of Saskat-

chewan, presented at the Annual meeting. It is hoped that this paper may also be included in the program of the N.C.C.U. which meets immediately after the Learned Societies.

4. LEARNED SOCIETIES AND OTHER ASSOCIATION MEETING DATES

Here are the dates of the meetings at Winnipeg. Details will of course be found in the separate society programs. We include the list here so that you may see the relation between the CAUT, NCCU and other meetings.

Date Society	May						June						
	26	27	28	29	30	31	1	2	3	4	5	6	7-9
C A P	x	x	x	x									
C A G		x	x	x									
H A C			x	x									
C A C				x									
R S C*					x								
R S C						x	x	x					
C S S R C							x	x					
C H A								x	x	x	x		
C P S A								x	x	x			
C A U T								x					
C I I A											x	x	
N C C U													x

* RSC Council only

5. REGISTRATION FORM AND INFORMATION

The CAUT office has sent to all local Associations 10 to 20 copies of a registration form and complete information on hotel accommodation, meal arrangements etc. for the Winnipeg Meetings. If you are going to Winnipeg to attend any of the meetings, ask your local secretary for a registration form. Railway certificates will also be sent out to local associations shortly.

A special Committee set up by the Association of the University of Manitoba is arranging all details of the CAUT meetings at Winnipeg and indications are that we will be well taken care of.

6. VACANT UNIVERSITY POSTS ABROAD

The following list was prepared by UNESCO and sent to us by the IAUPL. Only those posts where the language required is English or French have been included. If interested, write for an application form to the International Association of University Professors and Lecturers (IAUPL) at: 19 Dunraven Street, London W.1, England.

BURMA: Professors of Agronomic Chemistry and Soil Chemistry; Plant Breeding; Plant Pathology; Agronomic Entomology; Hydro-biology; and an Adviser on Agronomic Research. Agronomic Research and Teaching Institute, Rangoon. (English)

Professors of Anatomy; Physiology; Pharmacology; and Pathology. Medical School, University of Rangoon (English)

Professors of Electrical Engineering (Power); Civil Engineering (and Soil Mechanics); Mechanical Engineering (specialty: Refrigeration and Air Conditioning). Engineering School, University of Rangoon (Eng.)

EGYPT: Professor of Dental Prosthesis. University of Alexandria. (English)

INDIA: Professors of Economics; Civil Engineering; Mechanical Engineering; Electrical Engineering. University of Annamalai. (English)

Lecturer in French and Russian. Madhya Bharat University, Indore. (English)

INDONESIA: Professors, Lecturers and Assistants in Bacteriology; General Biology; Physiology; Radiology; Pediatrics; and other Medical Science and Technologic subjects. University of Jakarta with its branches at Bangor and Surabaya. (English)

IRAC : Professors of Anatomy; Physiology; Pathology; Public Health; Surgery; and Internal Medicine. Royal College of Medicine, Baghaad. (English)

ISRAEL: Professors of Hydraulics and/or Sanitary Engineer-

ing; Electrical Engineering (Electronics and Telecommunication); Mechanical Engineering; Mathematics; Physical Chemistry; General Mechanics and Oscillations (Mechanics of Continua); Metallurgy; Professors or Associate Professors of Aircraft Structures; Aircraft Propulsion (Applied Aerodynamics); A number of lecturerships and instructor posts in various fields too are wanted. Technion - Israel Institute of Technology, Haifa. (German or English) Candidates with knowledge of Hebrew given preference)

Professor and Lecturer in Physiology; Professor of Pharmacology, Medical School, University of Jerusalem (German or English) Preference to candidates with knowledge of Hebrew; Mosaic religion not required.

LIBERIA: Professors of Mathematics; Physics; Chemistry; and Biology (either Zoology or Botany). University of Monrovia (English)

Two teachers of Biology, for two Colleges (Secondary School level). (English)

PAKISTAN: Professors of Mathematics; Philosophy; Psychology; Islamic Learning; Political Science and International Affairs; English; and Urdu. University of Karachi (English)

Professors of Chemistry and Physics. University of Peshawar (English)

Assistant Registrar. University of Rajshahi, East Bengal. (English)

TURKEY: Professor of Mathematics. University of Ankara. (German, English or French)

Three Professors of Meteorology; one each for Geology; Electrotechnics (including Mathematical Theory of Electricity); Hydraulics (Power); Roads and Communications Construction and Building Materials. Technical University of Istanbul. (German, English or French)

7. CHAIRS VACANT

The University of Witwatersrand, Johannesburg, South Africa, has the following vacant chairs:-

Bantu Language, Organic Chemistry, Physical Chemistry, Civil Engineering, English, Law, Mechanical Engineering, Music, Zoology.

The salary is 1650 pounds plus an annual increment of 50 pounds, to a maximum of 1850 pounds. There is a cost of living bonus of 23⁴ pounds. A pension fund and medical aid fund are available.

For further details, write the CAUT office immediately. Closing date for applications is about May 15th.

8. UNIVERSITY CONFERENCE

The International Association of University Professors and Lecturers (IAUPL) will hold a conference at the University of Vienna, Austria, from September 9th to September 14th. This conference is open to members of all affiliated national associations which includes the CAUT.

The conference will hold discussions on the following topics:

Relations between research in the University and in Industry.

Selection of students for University entrance.

Conditions of employment of University teachers abroad.

Main obstacles to the international exchange of teachers.

Methods of international cooperation in the University sphere.

If you expect to be in Europe at the end of the summer, write to The Secretary, IAUPL, 19 Dunraven Street, London, W.1, England for full details of this conference.

A handwritten signature in dark ink, appearing to be 'J. H. ...', with a long horizontal line underneath.

